

ADMINISTRATIVE-INTERNAL USE ONLY

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10 DEC 1976


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76-6134

MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT : Your Meeting with Messrs. Blake and Waller
re PMCD

While I appreciate the substance behind the Inspector General's proposal that Deputy Directors be given the authority to classify jobs with an appeal to be registered by PMCD, I cannot agree with the recommendation. All Government agencies are required to have a vigorous, centralized, position classification staff, and there has been a good deal of recent Civil Service, OMB, and even Congressional attention to this question. The reason for the requirement is simply that one organization, not several, must make decisions about the classification of individual jobs in order that there be comparability and equity between components. If we decentralize this responsibility, I believe we will soon find that clerical employees can find GS 10 and GS 11 positions in some offices and only GS 7 slots in others, and so forth. Thus, I must cast my vote with the Office of Personnel's approach. A key corollary to this, however, is that we now establish an effective appeal procedure so that, once areas of disagreement between PMCD and components are clearly identified, decisions can be made expeditiously. This will require, I believe, that you meet from time to time with the Office of Personnel and a component to resolve differences. This procedure will, I think, go a long way to eliminate complaints by the Directorates that they cannot get a decision.

STATINTL


James H. Taylor
Comptroller

cc: ✓ DDA

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Mr. Blake:
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Meeting on Recommendation #7 of the IG
Report on OP is scheduled for:

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Date: Monday, 20 December 1976
Time: 2:30 p.m.
Place: DDCI's Office
Attendees: Messrs. Knoche, Waller, Taylor
[REDACTED], Janney, and [REDACTED]

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Papers attached for review

A handwritten signature in cursive script, likely reading "Lipstey", is written in the center of the page.

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